EXHIBIT
4

March 19, 2024

To the attention of the Equal Employment Opportunity Commission (EEOC),

I wish to draw your attention to a significant matter regarding my employment journey with eBITS, overseen by Mark Jacaman. Notably, on July 14, 2019, I applied for the position I am currently occupying. Accompanying this letter, you will find a comprehensive list of 88 job applications submitted to The University of Texas at Austin from July 7, 2019, to the present. Among these, the position for a Help Desk Manager within eBITS was advertised, yet, intriguingly, this specific job title was conspicuously absent from the job titles provided to me in response to my open records request, suggesting an omission.

I have previously submitted to the EEOC the complete dataset obtained from my open records request for your perusal. Additionally, I have included the employment history of Emily Cauthen, my predecessor in this role. Her record clearly outlines numerous merit increases, Longevity/Hazard Allowance, and Equity/Structural adjustments to her salary during her tenure as Information Technology Manager.

It is perplexing how, despite possessing a bachelor's degree and 12 years of managerial experience, I was offered a salary lower than that of my predecessor. I am eager to understand the criteria used for our comparative evaluation in terms of experience and qualifications, and whether my initial application was overlooked in favor of Emily Cauthen due to favoritism—a concern that seems recurrent within eBITS. This suspicion is further supported by the attempt of Mark Jacaman to establish a new position specifically for Christy Banta. Upon raising these concerns about unfair treatment with Heather Hanna, she redirected the issue to LeeAnn Gibson.

I seek clarification and justification for these disparities and actions, which appear to undermine the principles of fairness and equality in employment practices.

Thank you,

Nicolette Page

My Applications

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Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
08/03/2021	Senior Manager of Operations & Insights, McCombs School of Business Career Management	R_00014366 Senior Manager of Operations & Insights, McCombs School of Business Career Management	Not Selected for Hire	BUSD (PM) Career Management and Corporate Relations (Sarita Soldz (s9595))	RRH - ROBERT B. ROWLING HALL	
02/08/2021	Diversity Program Manager	R_00011894 Diversity Program Manager	Not Selected for Hire	EVPP (PM) Diversity (Sharon Wood (swood) (Inherited)) (inactive)	MAI - MAIN BUILDING	
07/22/2019	Assistant Director	R_00004611 Assistant Director	Not Selected for Hire	MLBS (PM) Molecular Biosciences (Jeffrey Gross (jmg2742))	NHB - NORMAN HACKERMAN BUILDING	
07/14/2019	Help Desk Manager	R_00004527 Help Desk Manager	Not Selected for Hire	EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	MAI - MAIN BUILDING	
07/11/2019	Chief of Staff	R_00004415 Chief of Staff	Not Selected for Hire	ILAS (PM) Teresa Lozano Long Institute of Latin American Studies (Adela Pineda (aep67))	SRH - SID RICHARDSON HALL	
07/11/2019	Administrative Manager	R_00004518 Administrative Manager	Not Selected for Hire	LING (PM) Department of Linguistics (John Beavers (jbeavers))	RLP - PATTON HALL	
07/07/2019	Assistant Director for Internal Medicine Specialties, Department of Internal Medicine	R_00003902 Assistant Director for Internal Medicine Specialties, Department of Internal Medicine	Withdrew Application	DMMD (PM) Department of Medicine (Ollieta Nicholas (oln95))	HDB - HEALTH DISCOVERY BUILDING	

Name	EID	Gender	Race/Ethnicity	Job Title	Start Date in Role	End Date in Role	Starting Salary	Ending Salary	Salary: FY 2
Cano, John M	jmc2637	Male	Hispanic	9302 - Senior Information Technology Manager	9/1/2021	present	$96,000	$109,000	---
Page, Nicolette	np7654	Female	Hispanic/Black	9303 - Information Technology Manager	4/7/2023	present	$84,500	$84,500	---
Boelter, Jill	jb5656	Female	White	9303 - Information Technology Manager	2/1/2024	present	$92,750	$92,750	---
Dwyer, Megan	md35537	Female	White	9302 - Senior Information Technology Manager	9/1/2022	present	$115,000	$120,700	---
Pahnke, Lauren J	laurenjs	Female	White	9302 - Senior Information Technology Manager	9/1/2023	present	$117,250	$117,250	---
Pfeiffer, Maggie	mpp666	Female	White	9302 - Senior Information Technology Manager	9/1/2023	present	$117,000	$117,000	---
Rutter, Beth	er23959	Female	White	9303 - Information Technology Manager	9/7/2023	present	$94,000	$94,000	---
Smith, Melissa L	mls3765	Female	White	9302 - Senior Information Technology Manager	5/15/2019	present	$88,000	$130,000	$88,
Pahnke, Lauren J	laurenjs	Female	White	9303 - Information Technology Manager	9/1/2021	8/31/2023	$105,000	$110,250	---
Pfeiffer, Maggie	mpp665	Female	White	9303 - Information Technology Manager	1/20/2021	8/31/2023	$69,100	$110,000	---
Tysor, Jen	js44344	Female	White	9302 - Senior Information Technology Manager	10/1/2020	2/28/2023	$110,000	$124,800	---
Gibson, LeeAnn M	dodgelm	Female	White	9303 - Information Technology Manager	8/13/2021	11/30/2022	$86,000	$90,000	---
Cauthen, Emily	ec34873	Female	White	9303 - Information Technology Manager	12/1/2019	11/2/2022	$70,000	$84,521	---
Dwyer, Megan	md35536	Female	White	9303 - Information Technology Manager	1/2/2019	8/31/2022	$75,000	$105,000	$75,
Gaskill, Anne Elizabeth	aeg469	Female	White	9303 - Information Technology Manager	5/15/2019	3/14/2022	$80,000	$92,000	$80,
Slater, Lori	lam733	Female	Asian/White	9302 - Senior Information Technology Manager	4/4/2019	2/28/2022	$120,007	$128,554	$120,
Telge, Susan L	telge	Female	White	9302 - Senior Information Technology Manager	7/11/2019	2/28/2022	$108,092	$113,564	$108,
Dumitru, Emma	red2349	Female	White	9303 - Information Technology Manager	5/15/2019	12/15/2021	$95,400	$107,640	$95,

My Applications

Active (1)
Submitted Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	My Tasks	Manage Application
02/23/2024	Associate Director for Business Services	R_00031947 Associate Director for Business Services	Under Consideration	RECS (PM) Recreational Sports (Tatiana Calliham (tammyc))	GRE - GREGORY GYMNASIUM		

Inactive (88)

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
02/22/2024	Executive Director of Health Systems Design and Engineering, Dell Medical School	R_00031973 Executive Director of Health Systems Design and Engineering, Dell Medical School	Withdrew Application	MDSC (PM) Dell Medical School (Michael Ryan (mjr4972))	AUSTIN, TX	
01/28/2024	Associate Vice Provost and Academic Budget Officer	R_00031303 Associate Vice Provost and Academic Budget Officer	Withdrew Application	EPRM (PM) Resource Management (Larry Singell (lds2767))	MAI - MAIN BUILDING	
01/28/2024	Assistant Director of Business Operations	R_00031320 Assistant Director of Business Operations	Withdrew Application	CPPM (PM) CPC - Capital Planning and Construction (Douglas Gilpin (dg39374))	FC1 - FACILITIES COMPLEX BLDG. 1	
01/28/2024	Director of Applications and Data, Texas McCombs	R_00029315 Director of Applications and Data, Texas McCombs	Withdrew Application	BUSD (PM) Technology Solutions (Cory Wilburn (cw42932))	UT MAIN CAMPUS	
01/28/2024	Assistant Director for Business Affairs	R_00031518 Assistant Director for Business Affairs	Not Selected for Hire	LBJP (PM) Finance and Administration - Business Office (Amy Miller (aemiller))	SRH - SID RICHARDSON HALL	
01/28/2024	Director of Faculty Affairs, School of Law	R_00031471 Director of Faculty Affairs, School of Law	Not Selected for Hire	LAWS (PM) School of Law (Eden Harrington (harring))	TNH - TOWNES HALL	
01/17/2024	Associate Director - Finance and Payroll	R_00031286 Associate Director - Finance and Payroll	Withdrew Application	DHFS (PM) Business Services (Bridget Lawrence (bkl292))	AUSTIN, TX KIN - KINSOLVING RESIDENCE HALL	
01/01/2024	Associate Director, Contract Operations, Dell Medical School	R_00030400 Associate Director, Contract Operations, Dell Medical School	Withdrew Application	MDSC (PM) Dell Medical School (Allison Fisher (af35268))	AUSTIN, TX	

My Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
01/01/2024	Assistant Director of Finance, Office of the Vice President for Research, Scholarship and Creative Endeavors	R_00030810 Assistant Director of Finance, Office of the Vice President for Research, Scholarship and Creative Endeavors	Withdrew Application	VRES (PM) Core Facilities (Julie Hayes (hayesjm))	AUSTIN, TX	
01/01/2024	Senior Business Analyst	R_00030859 Senior Business Analyst	Withdrew Application	TRPO (PM) Academic Information Systems (Matthew Barsalou (mbb2489))	AUSTIN, TX	
01/01/2024	Deputy Executive Director	R_00029163 Deputy Executive Director	Withdrew Application	BRCF (PM) Center for Biomedical Research Support (Hal Alper (ha3434))	FNT - LARRY R. FAULKNER NANO SCI AND TECH	
01/01/2024	Digital Product Manager, Student Apps - Enrollment Management	R_00028356 Digital Product Manager, Student Apps - Enrollment Management	Not Selected for Hire	ECS1 (PM) Enrollment Management (Steven Martin (sam22353))	UTA - UT ADMINISTRATION BUILDING	
12/02/2023	Senior Business Officer	R_00030679 Senior Business Officer	Withdrew Application	CPPM (PM) Campus Operations (Brent Stringfellow (bs43534))	FC1 - FACILITIES COMPLEX BLDG. 1	
12/02/2023	Associate Director	R_00030713 Associate Director	Not Selected for Hire	BFSV (PM) Business and Financial Services (Krista Hadavi (kh6346) (Inherited))	FC1 - FACILITIES COMPLEX BLDG. 1	
11/30/2023	Strategy Program Manager, Business Strategies Office	R_00030661 Strategy Program Manager, Business Strategies Office	Withdrew Application	BSTR (PM) VP for Business Strategies (Kathleen Brock (kpb464))	AUSTIN, TX FAC - PETER T. FLAWN ACADEMIC CENTER	
11/30/2023	Senior Program Manager - Hybrid	R_00030300 Senior Program Manager - Hybrid	Not Selected for Hire	HRAV (PM) Office of the Vice President of People and Talent (Roger Cude (rlc4446))	AUSTIN, TX	
11/30/2023	Program Manager	R_00030620 Program Manager	Withdrew Application	HRAV (PM) Office of the VP of People and Talent (Elida Lee (etponce))	UTA - UT ADMINISTRATION BUILDING	
11/30/2023	Project Manager - Medical Device Technology Commercial Development	R_00030453 Project Manager - Medical Device Technology Commercial Development	Withdrew Application	OIEI (PM) Life Science Technology Development (Mike Yost (mjy439))	UT MAIN CAMPUS	
11/13/2023	Senior Director, Department of Medical Education, Dell Medical School	R_00030401 Senior Director, Department of Medical Education, Dell Medical School	Withdrew Application	MDSC (PM) Dell Medical School (Michael Morrey (mam28544))	AUSTIN, TX	

My Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
11/07/2023	Associate Director for Research Relations, Cockrell School of Engineering	R_00029909 Associate Director for Research Relations, Cockrell School of Engineering	Withdrew Application	ENGR (PM) Cockrell School of Engineering (Eloisa Acha (ea27673))	ECJ - ERNEST COCKRELL JR. HALL	
10/17/2023	Director, TOWER Fellows	R_00029569 Director, TOWER Fellows	Not Selected for Hire	BUSD (PM) Texas Executive Education (Gaylen Paulson (paulsong))	UT MAIN CAMPUS	
10/17/2023	Deputy Executive Director	R_00029163 Deputy Executive Director	Not Selected for Hire	BRCF (PM) Center for Biomedical Research Support (Hal Alper (ha3434))	FNT - LARRY R. FAULKNER NANO SCI AND TECH	
10/16/2023	Managing Director, Office of Development, College of Natural Sciences	R_00029944 Managing Director, Office of Development, College of Natural Sciences	Not Selected for Hire	NASC (PM) CNS Development (Zachary Richards (zmr333))	WCH - WILL C. HOGG BLDG.	
03/15/2023	Procurement Director, Deputy to the AVP of Procurement and Payment Services	R_00025917 Procurement Director, Deputy to the AVP of Procurement and Payment Services	Withdrew Application	PURC (PM) Procurement and Payment Services (Rogelio Anasagasti (rea2344))	AUSTIN, TX	
03/13/2023	Deputy Director - Transformation & Strategy Office (TSO)	R_00025876 Deputy Director - Transformation & Strategy Office (TSO)	Withdrew Application	TSOF (PM) Transformation and Strategy Office (Daniel Liu (dkl599))	MAI - MAIN BUILDING	
03/13/2023	Associate Director of Post-Award	R_00025767 Associate Director of Post-Award	Withdrew Application	OSPP (PM) Office of Sponsored Projects (Tony Carna (arc5838))	WPR - WEST PICKLE RESEARCH BLDG (PRC 156)	
03/07/2023	Director of Industry Engagement	R_00025753 Director of Industry Engagement	Withdrew Application	ENGR (PM) Cockrell School of Engineering (Eloisa Acha (ea27673))	EER - ENGR EDUCATION AND RESEARCH CENTER	
03/07/2023	Assistant Director, Texas Behavioral Science and Policy Institute	R_00025472 Assistant Director, Texas Behavioral Science and Policy Institute	Not Selected for Hire	PPRC (PM) Population Research Center (David Yeager (yeagerds))	RLP - PATTON HALL	
03/07/2023	Senior Director, Department of Population Health, Dell Medical School	R_00025639 Senior Director, Department of Population Health, Dell Medical School	Withdrew Application	DMPH (PM) Department of Population Health (Navkiran Shokar (nks824))	AUSTIN, TX	
03/07/2023	Document and Data Manager	R_00025783 Document and Data Manager	Withdrew Application	PMCS (PM) PL - Planning (Ana Thiemer (akt494))	AUSTIN, TX FC1 - FACILITIES COMPLEX BLDG. 1	

My Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
03/07/2023	Assistant Director for Operations	R_00022850 Assistant Director for Operations	Withdrew Application	CMPS (PM) Department of Computer Science (Brent Winkelman (blw233))	AUSTIN, TX	
02/16/2023	HR Data Analyst	R_00025404 HR Data Analyst	Not Selected for Hire	VPRD (PM) University Development Office (Amanda Cole (asc3598))	AUSTIN, TX	
02/14/2023	Director, Executive Education, LBJ School of Public Affairs	R_00025337 Director, Executive Education, LBJ School of Public Affairs	Withdrew Application	LBJP (PM) LBJ School of Public Affairs (Trent Thurman (tet226))	SRH - SID RICHARDSON HALL	
02/01/2023	Associate Vice President for Communication and Engagement	R_00025184 Associate Vice President for Communication and Engagement	Not Selected for Hire	BSTR (PM) VP for Business Strategies (Jim Davis (davisje))	AUSTIN, TX	
02/01/2023	Enterprise Application Support Manager	R_00025148 Enterprise Application Support Manager	Hired	EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	AUSTIN, TX	
01/26/2023	Assistant Director for Outside Activities	R_00024704 Assistant Director for Outside Activities, Office of Research Support and Compliance	Withdrew Application	RSCO (PM) Office of Research Support and Compliance (Anne Tibbetts (atibbs))	FAC - PETER T. FLAWN ACADEMIC CENTER	
01/26/2023	Director of Inclusion, Diversity, Equity, and Access (IDEA) at UT Libraries	R_00024517 Director of Inclusion, Diversity, Equity, and Access (IDEA) at UT Libraries	Not Selected for Hire	GLIB (PM) UT Libraries (Lorraine Haricombe (ljh2325))	PCL - PERRY-CASTANEDA LIBRARY	
01/25/2023	Director of Human Resources	R_00024425 Director of Human Resources	Not Selected for Hire	TXUN (PM) University Unions (Mulugeta Ferede (mf27653))	UNB - UNION BUILDING	
12/06/2022	Principal HR Consultant Compensation and Classification	R_00023762 Principal HR Consultant Compensation and Classification	Withdrew Application	HRAV (PM) Office of the VP of People and Talent (Karen Chawner (kc25739))	AUSTIN, TX UTA - UT ADMINISTRATION BUILDING	
12/05/2022	Executive Director	R_00023892 Executive Director	Not Selected for Hire	GRAD (PM) Graduate School (Sarah Ades (sea2856))	MAI - MAIN BUILDING	
12/05/2022	Change Manager	R_00024205 Change Manager	Not Selected for Hire	VPRD (PM) University Development Office (Donald Koenig (koenigdf))	AUSTIN, TX	

My Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
12/05/2022	Assistant Vice President for Research, Core Facilities	R_00024010 Assistant Vice President for Research, Core Facilities	Withdrew Application	VRES (PM) Office of the Vice President for Research, Scholarship and Creative Endeavors (Daniel Jaffe (dtj))	FAC - PETER T. FLAWN ACADEMIC CENTER	
11/02/2022	Assistant Director, Regulatory Support and Compliance	R_00023320 Assistant Director, Regulatory Support and Compliance	Withdrew Application	RSCO (PM) IRB and COI Program Management - Office of Research Support and Compliance (Kristen Crabtree (kac777))	FAC - PETER T. FLAWN ACADEMIC CENTER	
11/01/2022	Director of Administration	R_00023573 Director of Administration	Not Selected for Hire	BMEN (PM) Biomedical Engineering (Tyrone Porter (tp24588))	BME - BIOMEDICAL ENGINEERING BUILDING	
09/22/2022	Executive Director, Office of Strategic Initiatives, Financial and Administrative Services	R_00022885 Executive Director, Office of Strategic Initiatives, Financial and Administrative Services	Not Selected for Hire	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))	AUSTIN, TX MAI - MAIN BUILDING	
09/22/2022	Director of Sponsored Projects Administration, Dell Medical School	R_00022891 Director of Sponsored Projects Administration, Dell Medical School	Withdrew Application	MDSC (PM) Dell Medical School (Suzannah Creech (skcreech))	AUSTIN, TX	
09/13/2022	Assistant Director of Human Resources, Texas McCombs	R_00022660 Assistant Director of Human Resources, Texas McCombs	Not Selected for Hire	BUSD (PM) Human Resources (Rob Richardson (rjr2556))	UT MAIN CAMPUS	
09/12/2022	Contracts and Financial Manager	R_00022506 Contracts and Financial Manager	Not Selected for Hire	COMM (PM) Business Services (Windy Hardaway (wchm12))	DMC - G. B. DEALEY CENTER FOR NEW MEDIA	
09/12/2022	Director of Learning and Development	R_00022568 Director of Learning and Development	Not Selected for Hire	VPRD (PM) University Development Office (Amanda Cole (asc3598))	AUSTIN, TX	
09/02/2022	Associate Director of Pre-Award Administration	R_00022344 Associate Director of Pre-Award Administration	Not Selected for Hire	OSPP (PM) Office of Sponsored Projects (Tony Carna (arc5838))	WPR - WEST PICKLE RESEARCH BLDG (PRC 156)	
08/17/2022	Executive Director for Talent Development	R_00022087 Executive Director for Talent Development	Not Selected for Hire	VPRD (PM) University Development Office (Jennifer Wang (jlw2323))	AUSTIN, TX	

My Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
08/09/2022	Department Manager	R_00021442 Department Manager	Not Selected for Hire	AADS (PM) African and African Diaspora Studies, Department (Cherise Smith (cs2526))	GWB - GORDON-WHITE BUILDING	
08/09/2022	Open Enrollments Program Director, Texas Executive Education	R_00018186 Open Enrollments Program Director, Texas Executive Education	Not Selected for Hire	BUSD (PM) Texas Executive Education (Gaylen Paulson (paulsong))	UT MAIN CAMPUS	
08/09/2022	Director of Operations and Administration	R_00021912 Director of Operations and Administration	Withdrew Application	COMM (PM) Undergraduate Education (Cassandre Alvarado (cgiguere))	DMC - G. B. DEALEY CENTER FOR NEW MEDIA	
07/10/2022	Assistant Director of Contracts and Agreements	R_00020832 Assistant Director of Contracts and Agreements	Not Selected for Hire	OSPP (PM) Office of Sponsored Projects (Tony Carna (arc5838))	WPR - WEST PICKLE RESEARCH BLDG (PRC 156)	
07/10/2022	Senior Manager, Issues and Crisis Communications	R_00021057 Senior Manager, Issues and Crisis Communications	Not Selected for Hire	UMAC (PM) Univ Communications (Mike Rosen (rosenms4))	MAI - MAIN BUILDING	
07/10/2022	Chief Financial and Administration Officer, Texas Global	R_00020931 Chief Financial and Administration Officer, Texas Global	Not Selected for Hire	GEIA (PM) Global Engagement (Sonia Feigenbaum (sf242))	MAI - MAIN BUILDING	
07/10/2022	Business Development Manager	R_00021124 Business Development Manager	Not Selected for Hire	PRCC (PM) PRC Commons Building (Nicholai Fomin (nef244))	AUSTIN, TX TCB - J NEILS THOMPSON COMMONS (PRC 137)	
07/10/2022	Payroll Director	R_00021172 Payroll Director	Not Selected for Hire	OACT (PM) Office of Accounting (Lori Peterson (lp4325) (Inherited))	AUSTIN, TX MAI - MAIN BUILDING	
07/10/2022	Director of Career Education - Texas Career Engagement	R_00020816 Director of Career Education - Texas Career Engagement	Withdrew Application	CTCO (PM) Texas Career Engagement Career Services (Robert Vega (vegar1))	FAC - PETER T. FLAWN ACADEMIC CENTER	
04/22/2022	Senior Talent Acquisition Program Coordinator	R_00018540 Senior Talent Acquisition Program Coordinator	Not Selected for Hire	ARL1 (PM) HR	PICKLE RESEARCH CAMPUS	
04/08/2022	Equal Opportunity and Diversity Data Manager	R_00016959 Equal Opportunity and Diversity Data Manager	Not Selected for Hire	EOS1 (PM) Division of Campus and Community Engagement (Marquita Booker (mb59842))	Texas (Remote)	

My Applications

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
04/08/2022	Senior Administrative Program Coordinator – OSP Trainer	R_00018664 Senior Administrative Program Coordinator – OSP Trainer	Not Selected for Hire	OSPP (PM) Office of Sponsored Projects (Leslie Martinez (lam6242))	WPR - WEST PICKLE RESEARCH BLDG (PRC 156)	
04/08/2022	Sr. Contracts Coordinator-Contracts & Agreements	R_00018218 Sr. Contracts Coordinator-Contracts & Agreements	Withdrew Application	OSPP (PM) Office of Sponsored Projects (Mohini Patel (mp33283))	WPR - WEST PICKLE RESEARCH BLDG (PRC 156)	
03/07/2022	Associate Director of Human Resources - School of Undergraduate Studies and Enrollment Management	R_00018471 Associate Director of Human Resources - School of Undergraduate Studies and Enrollment Management	Not Selected for Hire	UGST (PM) Undergraduate College (Michael Valdez (mvaldez2))	UTA - UT ADMINISTRATION BUILDING	
01/24/2022	Assistant Director of Human Resources - School of Undergraduate Studies and Enrollment Management	R_00017594 Assistant Director of Human Resources - School of Undergraduate Studies and Enrollment Management	Not Selected for Hire	UGST (PM) Undergraduate College (Michael Valdez (mvaldez2))	UTA - UT ADMINISTRATION BUILDING	
12/20/2021	Assistant Director, Admissions and Student Affairs	R_00017056 Assistant Director, Admissions and Student Affairs	Not Selected for Hire	LBJP (PM) Lyndon B Johnson School of Public Affairs (Shannon Chapman (ss113002))	SRH - SID RICHARDSON HALL	
11/30/2021	Assistant Director of Admission Pathways	R_00016435 Assistant Director of Admission Pathways	Not Selected for Hire	ADMS (PM) Office of Admissions (Michael Washington (admw))	UTA - UT ADMINISTRATION BUILDING	
11/04/2021	Director of Employee Engagement, Culture and DEIB	R_00016357 Director of Employee Engagement, Culture and DEIB	Not Selected for Hire	VPRD (PM) University Development Office (David Livingston (dwl59) (Inherited)) (inactive)	DEV - DEVELOPMENT OFFICE BUILDING	
11/04/2021	Executive Associate for Strategic Improvements and Correspondence Management	R_00015162 Executive Associate for Strategic Improvements and Correspondence Management	Not Selected for Hire	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))	AUSTIN, TX	
08/04/2021	Director of Strategy and Planning	R_00013464 Director of Strategy and Planning	Not Selected for Hire	DSSC (PM) Department of Statistics and Data Sciences (Catherine Calder (cc68446))	GDC - GATES DELL COMPLEX	
08/04/2021	Associate Director of Special Programs	R_00014107 Associate Director of Special Programs	Not Selected for Hire	VPRD (PM) University Development Office (Justin Killingsworth (jhk945))	LCH - LITTLEFIELD CARRIAGE HOUSE	

Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
08/03/2021	Senior Manager of Operations & Insights, McCombs School of Business Career Management	R_00014366 Senior Manager of Operations & Insights, McCombs School of Business Career Management	Not Selected for Hire	BUSD (PM) Career Management and Corporate Relations (Sarita Soldz (s9595))	RRH - ROBERT B. ROWLING HALL	
02/08/2021	Diversity Program Manager	R_00011894 Diversity Program Manager	Not Selected for Hire	EVPP (PM) Diversity (Sharon Wood (swood) (Inherited)) (inactive)	MAI - MAIN BUILDING	
07/22/2019	Assistant Director	R_00004611 Assistant Director	Not Selected for Hire	MLBS (PM) Molecular Biosciences (Jeffrey Gross (jmg2742))	NHB - NORMAN HACKERMAN BUILDING	
07/14/2019	Help Desk Manager	R_00004527 Help Desk Manager	Not Selected for Hire	EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	MAI - MAIN BUILDING	
07/11/2019	Chief of Staff	R_00004415 Chief of Staff	Not Selected for Hire	ILAS (PM) Teresa Lozano Long Institute of Latin American Studies (Adela Pineda (aep67))	SRH - SID RICHARDSON HALL	
07/11/2019	Administrative Manager	R_00004518 Administrative Manager	Not Selected for Hire	LING (PM) Department of Linguistics (John Beavers (jbeavers))	RLP - PATTON HALL	
07/07/2019	Assistant Director for Internal Medicine Specialties, Department of Internal Medicine	R_00003902 Assistant Director for Internal Medicine Specialties, Department of Internal Medicine	Withdrew Application	DMMD (PM) Department of Medicine (Ollieta Nicholas (oln95))	HDB - HEALTH DISCOVERY BUILDING	
07/07/2019	Data Center Solutions Analyst	R_00004306 Data Center Solutions Analyst	Not Selected for Hire	DATA (PM) ITS University Data Centers and Electronic Physical Security Systems (Aaron Wilson (maw3738))	CRB - COMPUTATIONAL RESOURCE BUILDING	
07/07/2019	CNS Director of Entrepreneurship Initiatives	R_00003504 CNS Director of Entrepreneurship Initiatives	Not Selected for Hire	OIEI (PM) Texas Innovation Center (Kathleen Brock (kpb464) (Inherited))	WCH - WILL C. HOGG BLDG.	
07/07/2019	Clinical Materials Manager, UT Health Austin	R_00004406 Clinical Materials Manager, UT Health Austin	Withdrew Application	MDSC (PM) Dell Medical School (Lisa Jackson (lcj588) (Inherited))	HTB - HEALTH TRANSFORMATION BUILDING	
07/07/2019	Tuition Billing Supervisor	R_00004316 Tuition Billing Supervisor	Not Selected for Hire	OACT (PM) Office of Accounting (Hodges Mitchell (hgm56))	MAI - MAIN BUILDING	

My Applications

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Submitted Date	Job Title	Job Requisition	Application Status	Supervisory Organization	Location	Manage Application
07/07/2019	Manager of Enterprise IT Customer Success, Information Technology, Dell Medical School	R_00004176 Manager of Enterprise IT Customer Success, Information Technology, Dell Medical School	Withdrew Application	MDSC (PM) Dell Medical School (Elizabeth Racine (enr674))	HTB - HEALTH TRANSFORMATION BUILDING	
07/07/2019	HR Operations Manager	R_00004169 HR Operations Manager	Withdrew Application	COLA (PM) College of Liberal Arts (Tamela Walker (scotttl))	GEB - DOROTHY L. GEBAUER BUILDING	
07/07/2019	Assistant Vice President, Procurement and Payment Services	R_00003727 Assistant Vice President, Procurement and Payment Services	Not Selected for Hire	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))	UT MAIN CAMPUS	
07/07/2019	Manager, Billing & Insurance	R_00004098 Manager, Billing & Insurance	Hired	UHCS (PM) Business Services (Monica Dowd (tuttlemm))	SSB - STUDENT SERVICES BUILDING	
07/07/2019	Executive Assistant	R_00004104 Executive Assistant	Not Selected for Hire	COLA (PM) Liberal Arts - Student Affairs Leadership (Mia Carter (carterme))	GEB - DOROTHY L. GEBAUER BUILDING	

Worker Event History with Filter Parameters

Action Event	Business Process Reason	Job Profile	Position ID
Data Change: Emily Cauthen (Terminated) (ec34873)	Change Job Details	9303 - Information Technology Manager (Salary)	P_1000045812
Transfer: Emily Cauthen (Terminated) (ec34873)	Move to Another Position on my Team	9303 - Information Technology Manager (Salary)	P_1000045812
Terminate: Emily Cauthen (Terminated) (ec34873)	From UT Austin	9303 - Information Technology Manager (Salary)	P_0000006793
Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	Equity/Structural Adjustment	9303 - Information Technology Manager (Salary)	P_0000006793
Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	Longevity/Hazard Allowance	9303 - Information Technology Manager (Salary)	P_0000006793
Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	New Allowance	9303 - Information Technology Manager (Salary)	P_0000006793
Data Change: Emily Cauthen (Terminated) (ec34873)	Change Location	9303 - Information Technology Manager (Salary)	P_0000006793
Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	Merit	9303 - Information Technology Manager (Salary)	P_0000006793
Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	Merit	9303 - Information Technology Manager (Salary)	P_0000006793

Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	Permanent Additional Duties	9303 - Information Technology Manager (Salary)	P_0000006793
Compensation Change: Emily Cauthen (ec34873) - Enterprise Application Support Manager	Longevity/Hazard Allowance	9303 - Information Technology Manager (Salary)	P_0000006793
Transfer: Emily Cauthen (Terminated) (ec34873)	Move to Another Position on my Team	9303 - Information Technology Manager (Salary)	P_0000006793
Transfer: Emily Cauthen (Terminated) (ec34873)	Move to another Manager	8109S - Training Specialist III (Salary)	P_0000130351
Compensation Change: Emily Cauthen (ec34873) - Training Specialist III - 1124JD	Merit	8109S - Training Specialist III (Salary)	P_0000130351
Compensation Change: Emily Cauthen (ec34873) - Training Specialist III - 1124JD	Allowance Change/End	8109S - Training Specialist III (Salary)	P_0000130351
Compensation Change: Emily Cauthen (ec34873) - Training Specialist III - 1124JD	Conversion	8109S - Training Specialist III (Salary)	P_0000130351
Hire: Emily Cauthen (ec34873)	Conversion	8109S - Training Specialist III (Salary)	P_0000130351

Business Title	Position Start Date	Effective Date	End Employment/Contract Date
Enterprise Application Support Manager	12/1/2019	12/1/2019	
Information Technology Manager	12/1/2019	12/1/2019	
Enterprise Application Support Manager	12/1/2019	11/2/2022	
Enterprise Application Support Manager	12/1/2019	9/1/2022	
Enterprise Application Support Manager	12/1/2019	5/1/2022	
Enterprise Application Support Manager	12/1/2019	12/1/2021	
Enterprise Application Support Manager	12/1/2019	10/1/2021	
Enterprise Application Support Manager	12/1/2019	9/1/2021	
Enterprise Application Support Manager	12/1/2019	8/31/2021	

Enterprise Application Support Manager	12/1/2019	8/1/2021
Enterprise Application Support Manager	12/1/2019	5/1/2020
Enterprise Application Support Manager	12/1/2019	12/1/2019
Training Specialist III - 1124JD	4/4/2016	9/1/2019
Training Specialist III - 1124JD	4/4/2016	9/1/2019
Training Specialist III - 1124JD	4/4/2016	10/25/2018
Training Specialist III - 1124JD	4/4/2016	10/25/2018
Training Specialist III - 1124JD	4/4/2016	4/4/2016

Position Vacate Date	Scheduled Weekly Hours	FTE	Pay Rate Type
	40	1	Salary
	40	1	Salary
11/2/2022	40	1	Salary
11/2/2022	40	1	Salary
11/2/2022	40	1	Salary
11/2/2022	40	1	Salary
11/2/2022	40	1	Salary
11/2/2022	40	1	Salary
11/2/2022	40	1	Salary
Position Vacate Date	Scheduled Weekly Hours	FTE	Pay Rate Type

11/2/2022	40	1 Salary
11/2/2022	40	1 Salary
11/2/2022	40	1 Salary
11/30/2019	40	1 Salary
11/30/2019	40	1 Salary
11/30/2019	40	1 Salary
11/30/2019	40	1 Salary
11/30/2019	40	1 Salary

Total Base Pay - Annualized	Total Base Pay - Monthly	Salary Plans	Allowance Plans
$70,000.00	$5,833.33	Salary - Salary, 70,000.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target
$70,000.00	$5,833.33	Salary - Salary, 70,000.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target
$84,521.00	$7,043.41	Salary - Salary, 84,521.00 USD Annual	Allowance - Longevity, 60.00 USD Monthly: Individual Target
$84,521.00	$7,043.41	Salary - Salary, 84,521.00 USD Annual	Allowance - Longevity, 60.00 USD Monthly: Individual Target
$75,621.00	$6,301.75	Salary - Salary, 75,621.00 USD Annual	Allowance - Longevity, 60.00 USD Monthly: Individual Target
$75,621.00	$6,301.75	Salary - Salary, 75,621.00 USD Annual	Allowance - Temporary Additional Duties (Monthly), 220.56 USD Monthly: Individual Target Allowance - Longevity, 40.00 USD Monthly: Individual Target
$75,621.00	$6,301.75	Salary - Salary, 75,621.00 USD Annual	Allowance - Temporary Additional Duties (Monthly), 220.56 USD Monthly: Individual Target Allowance - Longevity, 40.00 USD Monthly: Individual Target
$75,621.00	$6,301.75	Salary - Salary, 75,621.00 USD Annual	Allowance - Longevity, 40.00 USD Monthly: Individual Target
$70,000.00	$5,833.33	Salary - Salary, 70,000.00 USD Annual	Allowance - Longevity, 40.00 USD Monthly: Individual Target

$73,500.00	$6,125.00	Salary - Salary, 73,500.00 USD Annual	Allowance - Longevity, 40.00 USD Monthly: Individual Target
$70,000.00	$5,833.33	Salary - Salary, 70,000.00 USD Annual	Allowance - Longevity, 40.00 USD Monthly: Individual Target
$70,000.00	$5,833.33	Salary - Salary, 70,000.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target
$52,551.00	$4,379.25	Salary - Salary, 52,551.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target
$52,551.00	$4,379.25	Salary - Salary, 52,551.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target
$51,521.00	$4,293.41	Salary - Salary, 51,521.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target
$51,521.00	$4,293.41	Salary - Salary, 51,521.00 USD Annual	Allowance - Longevity, 20.00 USD Monthly: Individual Target

Exempt Status	Employee Type	Job Family	Dean/VP
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))

Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Exempt	Regular Benefits Eligible (Expected to Continue)	Staff Service Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Non-Exempt	Regular Benefits Eligible (Expected to Continue)	Communications Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Non-Exempt	Regular Benefits Eligible (Expected to Continue)	Communications Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Non-Exempt	Regular Benefits Eligible (Expected to Continue)	Communications Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Non-Exempt	Regular Benefits Eligible (Expected to Continue)	Communications Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))
Non-Exempt	Regular Benefits Eligible (Expected to Continue)	Communications Titles	VPEC (PM) Financial and Administrative Services (Daniel Slesnick (dts72655))

Supervisory Organization	Manager	Position	Date and Time Completed
EBIT (JM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	12/6/2019 16:28
EBIT (JM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	11/21/2019 13:22
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	10/21/2022 9:56
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	8/26/2022 8:31
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	5/1/2022 7:09
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	12/20/2021 9:24
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	10/1/2021 14:13
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	8/10/2021 10:09
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	7/25/2021 10:14

EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	7/30/2021 16:05
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	5/1/2020 7:10
EBIT (PM) Enterprise Business Information Technology Solutions (Mark Jacaman (mjacaman))	Mark Jacaman (mjacaman)	Enterprise Application Support Manager	12/10/2019 12:43
ADMI (PM) CIO/ITS COO Office (Connie Lobb (cgl524))	Connie Lobb (cgl524)	Training Specialist III - 1124JD	9/13/2019 13:23
USER (PM) ITS Customer Support Services (Susan Roy (sjr2587) (Inherited))	Kayle Daley (Terminated) (kkd446)	Training Specialist III - 1124JD	8/21/2019 12:10
USER (PM) ITS Customer Support Services (Susan Roy (sjr2587) (Inherited))	Kayle Daley (Terminated) (kkd446)	Training Specialist III - 1124JD	10/28/2018 10:30
USER (PM) ITS Customer Support Services (Susan Roy (sjr2587) (Inherited))	Kayle Daley (Terminated) (kkd446)	Training Specialist III - 1124JD	10/28/2018 9:55
USER (PM) ITS Customer Support Services (Susan Roy (sjr2587) (Inherited))	Kayle Daley (Terminated) (kkd446)	Training Specialist III - 1124JD	10/26/2018 17:04